

- (i) 136 hours after nine (9) years of service.
- (j) 144 hours after ten (10) years of service.
- (k) 152 hours after eleven (11) years of service.
- (l) 160 hours after twelve (12) years of service.

Vacation must be used during the year it is earned.

Section 2. Vacation Pay.

All vacation leave will be paid at the regular hourly rate and on the basis of eight (8) hours per day.

Section 3. Working During Vacation.

Employees may elect to work while on vacation, if needed by the Employer.

Section 4. Vacation Requests.

Except for an occasional day which is taken as vacation leave, all employees must submit, in writing, to the sheriff, a schedule of desired vacation at least thirty (30) days in advance of the start of the vacation, but not more than forty-five (45) days prior to their anniversary date. Vacation anniversary date for telecommunicators and road deputies will be January 1 each year. Telecommunicators will only be allowed two (2) single day vacation usages during the months of June, July and August. All other vacation leaves will be consecutive days off during these three months. Employees shall be notified within five (5) days if his/her vacation is approved. At least three (3) days' notice shall be given for one (1) day of leave. Vacation requests of less than three days notice may be allowed if the request does not cause involuntary schedule changes or overtime. The sheriff or his designee shall have the right to alter any schedule if he deems it to be in the best interest of the department to do so to accomplish the work of the bargaining unit.

Section 5. Vacation Pay Upon Termination.

All accumulated vacation time will be pro-rated and paid to an employee upon termination of employment.

Article XIV Holidays

Section 1. Paid Holidays.

The following holidays are considered paid holidays for all union employees unless otherwise specified in this section:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- Lincoln's Birthday
- Washington's Birthday (Observed)
- Citizenship Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day (Observed)
- Election Day (General Election Only)
- Veteran's Day (Observed)
- Thanksgiving Day
- Day Following Thanksgiving
- Christmas Day

All detectives, deputy clerks, office clerks, maintenance engineers, custodians and bailiffs shall receive the same holidays as the Court House Employees and shall observe their holidays on the same day that the Court House Employees observe their holidays. Those holidays shall be:

- New Year's Day
- Martin Luther King Jr.'s Day
- Lincoln's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- General Election (even numbered years)
- Veteran's Day
- Thanksgiving Day
- Day following Thanksgiving Day
- Christmas Eve after 12:30 p.m.
- Christmas Day
- New Year's Eve After 12:30 p.m.

When a holiday falls on an employee's regularly scheduled day off, such employee shall be paid eight straight time hours for that day, except probationary employees. The parties understand that such paid time is not to be pyramided for purposes of overtime, but is compensation for a paid holiday. Employees working a 10 or 12 hour shift shall only receive the eight (8) hours for holidays.

Section 2. Working on Holidays.

Employees working on a paid holiday shall receive double time and one-half for work performed on a listed holiday. The parties understand that this amount reflects time and one-half (1 ½) holiday pay for actual hours worked, added to regular pay.

Section 3. Eligibility.

In order to receive holiday pay, an employee must work the employee's last scheduled day before and the next scheduled day after the holiday, unless such employee is absent for work with the approval of the sheriff.

Article XV Sick Leave

Section 1. Purpose.

For the purpose of this section, sick leave may be used for illness, disability or injury of the employee; his/her family appointments with doctors, dentists, or other recognized practitioners; non job-related injury for which the employee is under a doctor's care; quarantine because of communicable disease in the family of the employee; or to cover the first three (3) days' absence due to a job-related injury. Family is defined as spouse, children, parents, grandparents, grandchildren, or any other person for whom the employee is legal guardian.

Section 2. Accumulation.

Bargaining unit employees will accrue sick days at the rate of eight hours per month. A new employee will accumulate sick leave after completion of the probationary period. Sick leave may not be utilized until it has been earned. Sick leave will normally be utilized in increments of four hours or more; however, less time may be utilized with approval of the Sheriff or his designee.

Employees will be allowed to accumulate up to two thousand eighty (2080) hours of sick leave, of which fourteen hundred and forty (1440) hours may be utilized for non-duty illness or injury. Upon separation from service, all accumulated sick leave may be converted to IMRF pension credit in accordance with IMRF guidelines, if the employee so elects. In addition, any employee hired prior to January 1, 2005 shall be eligible for sick leave buyback at separation of service, up to six hundred forty hours (640) of accumulated time. Any accumulated sick leave beyond six hundred forty hours (640) shall be credited to IMRF pension, in accordance with IMRF guidelines.

Section 3. Return to Work.

If any employee is absent from work because of illness or non-industrial accident for more than two (2) days, upon the employee's return to work, such employee may be required by the sheriff, to present a certification signed by a licensed physician in order to qualify for sick leave benefits.

Section 4. Sick Leave Abuse Sanctions.

For the purpose of the provisions contained in this article, abuse of sick leave is the utilization of such for reasons other than those stated in Section 1 of this Article.

Upon sufficient evidence of the abuse of such sick leave, the employee shall not be paid for such leave taken, nor shall the employee accrue any rights such as seniority or other rights. Continues abuse of sick leave shall subject the employee to disciplinary action pursuant to the terms of this Agreement.

Section 5. Sick Leave Bank

Participation in the sick leave bank is voluntary on the part of any employee. Employees wishing to participate must be permanent full-time employees with a minimum of twelve (12) months of service.

A participating employee may deposit into the sick leave bank as much accrued sick leave as desired, provided that the participating employee shall retain in his or her own account at least five (5) sick days.

Employees may voluntarily enroll at any time. Employees shall wait sixty (60) calendar days after enrollment before utilizing the sick leave bank.

An employee may use up to twenty-five (25) work days from the sick leave bank per twelve (12) month period, except that participating employees shall not use sick leave accumulated in the sick leave bank until all of their accrued vacation, personal days, sick leave and compensatory time have been used.

Any sick leave in the sick leave bank shall be only for the personal catastrophic illness or injury of the employee and may not be transferred, returned or used for any other purpose.

Injuries and illnesses that are compensable under the Workers' Compensation act or Workers' Occupational Disease Act shall not be eligible for sick leave bank use.

Article XVI Leaves of Absence

Section 1. Personal Leaves.

Each year, thirty-two (32) hours with full pay may be used by the employee for personal leave for the purpose of attending to personal, legal, household, or family matters that require absence during working hours. New employees will receive a pro-rata allowance of personal leave at eight (8) hours for each three (3) months remaining in the fiscal year. Except in emergencies, the employee shall request such leave on a form provided by the Employer, processed by the sheriff, at least forty-eight (48) hours in advance of the day to be taken but not more than ninety (90) days in advance of the day to be taken off. Personal leave must be accumulated before it may be requested.

Section 2. Funeral Leaves.

- a. If a death occurs in the immediate family of an employee, a maximum of twenty-four work hours of special leave will be allowed that employee at full pay. Such days will not be charged to vacation or sick leave. If it is necessary that the employee be absent from work for more than twenty-four work hours, such employee will be paid for time in excess of twenty-four work hours from compensatory time, personal, vacation or sick leave.
- b. For the purpose of this section, immediate family is defined as the spouse, son, daughter, brother, sister, mother, father, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparents, and grandchildren (including step family members) of the employee, or relative for whom the employee is the legal guardian.
- c. Evidence satisfactory to the Sheriff must be presented as to the death and relationship to the employee.

Section 3. Prohibition Against Misuse of Leaves.

Any leaves granted pursuant to the terms of this Agreement, regardless of with or without pay, under Article XVI or XVII, shall not be used for the purpose of securing other employment. An employee, during such leave, may not be gainfully employed or independently self-employed without prior approval of the Employer. Violation of the provisions contained within this agreement shall subject the employee to immediate discharge and loss of all benefits and rights accrued pursuant to the terms of this agreement.

Article XVII Unpaid Leaves of Absence

Section 1. Criteria for Unpaid Leaves.

Leaves of absence without pay may be granted for health, educational, personal, or military reserve purposes. Leaves of absence may only be granted by the sheriff. Leaves may be granted with the following understanding between the employer and the employees:

Whether the position is held open is a determination to be made by the Sheriff. In cases where the position is held open, the position may be filled with a temporary employee. In cases where the position is not held open, employees on leave wishing to return will be considered for the first position open of the like pay and classification.

During the Leave of Absence, an employee does not accrue credit for benefits.

Section 2. Health Leave.

The sheriff may grant a Health Leave to employees with six (6) months of service or more. The employee must present a written statement from a licensed physician to the sheriff, stating the need for such leave. The length of the leave will be determined by the physician's recommendation. The maximum period of time a Health Leave will be granted is for one (1) year. Employee returning to work from a Health Leave must present a written release from their physician.

Section 3. Educational Leave.

An educational leave may be granted by the sheriff to employees with six (6) months of service when the education program is of mutual benefit to both the county and the employee. The length of leave will be determined in accordance with the type of program attended. (Educational Leave should not be confused with Education Benefits).

Section 4. Military Leave.

Military leave shall be granted in accordance with State and Federal law.

Section 5. Personal Reasons.

A leave of absence may be granted by the sheriff to employees who have six (6) months of service for personal reasons in nature (i.e. illness in family, marital problems, etc.). The length of the leave will not exceed six (6) months.

Section 6. Workers' Compensation.

A leave of absence conforming to applicable state regulations shall be granted by the sheriff to employees who have been injured while performing their work assignment for the county.

Article XVIII

Group Health Insurance Program

Retroactive to September 1, 2008, employees shall pay twenty-five dollars (\$25.00) of the individual basic health insurance monthly premium. (This amount will be deducted from the retroactive wages of the arbitration award.) Effective May 1, 2012, employees shall pay ten percent (10% of the individual basic health and dental insurance monthly premium. In the event the Employer exercises its right to reopen on health insurance, and the parties are unable to resolve their negotiations, they agree to submit the matter to binding arbitration. The arbitrator shall have the authority to determine whether the insurance changes sought by the Employer should be fully or partially implemented and what changes to the Wage Article should be made if any. No changes to the agreement shall occur until negotiations are resolved. The arbitrator shall have full authority to issue an award which may include a retroactive settlement to the beginning of the fiscal year. The Employers reserve the right to change or provide alternate insurance carriers, health maintenance organizations or to self insure. When changing insurance carriers, a plan identical to the current plan may not be available. New coverage and benefits will be substantially similar to the current plan among the various plans considered by the Employers.

A county-wide Health Insurance Advisory Committee shall meet regularly to review insurance plans. The PBLC shall have two (2) members on the Health Insurance Advisory Committee.

The employees may elect to purchase dependent coverage through the group plan, but the County will not contribute toward the payment for dependent coverage. Retirees with eight (8) years or more of continuous service and employed at the time of retirement may purchase health insurance coverage through the County's group plan for as long as they desire, provided there is no additional cost to the Employer. If any other group of County employees received paid retiree's health insurance paid for by the Employer, the Employer will also provide paid retiree's health insurance to retirees of this bargaining unit on the same terms and conditions. This excludes those employees over which the Employer has no control.

Article XIX Pension Fund

To be eligible to participate in the pension fund, bargaining unit members must satisfy the following criteria as established by the Illinois Municipal Retirement Fund (IMRF), which administers the fund:

- a. Work full-time in the office of the sheriff (full-time is determined by local personnel policies – usually thirty-five (35) to forty (40) hours per week, fifty two (52) weeks a year);
- b. Be appointed by the sheriff. Said appointment must be in writing and must be signed by the sheriff;

- c. Take an oath or affirmation in the same form as required of the sheriff. This form is to be filed in the office of the county clerk;
- d. The appointment cannot exceed the number of appointments allowed by the county board;
- e. Must be certified by the merit commission, if a merit commission exists, as qualified for appointment;
- f. Never have been classified as a conscientious objector by a local selective service draft board; and
- g. Must be a U.S. Citizen.

Bargaining unit members satisfying the above-referenced criteria, when applicable, must be enrolled in the SLEP Pension Plan. Those bargaining unit members who do not meet this criteria are prohibited from inclusion. Part-time auxiliary or special deputies are not eligible to participate in the fund.

Article XX Wages

Section 1. Wages.

The wages to become effective during the term of this agreement shall be as follows:

Effective retroactively to 9/1/2008, all employees will receive two percent (2%) base wage increase.

Effective retroactively to 9/1/2009, all employees will receive three percent (3%) added to base pay.

Effective retroactively to 9/1/2010, all employees will receive four percent (4%) added to base pay.

Effective 9/1/2011, all employees will receive four percent (4%) added to base pay.

Wages will be paid on all hours worked or paid as if worked. Retro wages shall be paid to all bargaining unit employees on the payroll from 9/1/2008 until present, including those employees employed during that period but no longer employed at present.

Wage scales are attached as Appendix C.

All new employees shall be hired at a rate of one-hundred fifty dollars (\$150) below their classification rate for a period of one (1) year. At the end of one year, employees shall be paid the negotiated rate for their classification.

Overtime rate for all employees except the 30 Hour Cook will be computed on the basis of two thousand sixteen (2,016) hours per year.

Section 2. Longevity Schedule.

The longevity incremental increases for all the employees covered under this agreement is set forth below:

New Hires – During the 1st 12 months will be paid \$150 per month less than base rate.

- 0-5 years – no increase
- 5-10 years – 1% increase
- 10-15 years – 2% increase
- 15-20 years – 3% increase
- After 20 years – 2% increase

If any other group of County employees receives longevity steps paid for by the Employer beyond those depicted in this Agreement, then the Employer will also provide those same increased longevity steps to the employees of this bargaining unit. This excludes those employees over which the Employer has no control.

Section 3. Temporary Upgrade

The Employer may temporarily assign an employee to perform the duties of another position classification, or rank. If an employee is temporarily assigned to a position or rank higher than the employee's normal position classification for a period of two (2) consecutive entire pay periods or longer, the employee shall be paid as if he or she had received a promotion into said higher position or rank retroactive to the first day of such assignment.

When an officer is required to assume the duties and responsibilities of a rank higher than that which he normally holds for any accumulated total of at least six months in a calendar year, he shall be paid the rate for the higher rank for his vacation period with any necessary adjustments to be made at the end of a calendar year.

Article XXI Miscellaneous

Section 1. Uniform Allowance.

All employees, except cooks and janitor staff, will be allowed a uniform allowance of four hundred dollars (\$400) per year.

The janitorial staff and cooks, including the maintenance engineer shall receive a two hundred seventy-five dollar (\$275) uniform allowance per year.

The Employer shall issue to new employees in telecommunications, corrections and deputy classification, two (2) start-up uniforms (two pants, two in-season shirts) in addition to the four hundred dollars (\$400) per year uniform allowance, then a four hundred dollar (\$400) per year allowance for each year of employment thereafter.

The Employer's fiscal year is September 1 through August 31. The uniform allowance shall be pro-rated according to the quarter of the fiscal year during which the employee is hired. All bills for uniforms must be turned in to the Employer by July 31 of each fiscal year in order for payment to be made before the end of the fiscal year.

The Employer shall supply 1 ballistic vest for all employees in the deputy classification. All road deputies must wear vest while on duty. Vests will be replaced in accordance with manufacturer's warranty.

All purchases made under this provision will be made through the sheriff's office and with the sheriff's approval.

Section 2. Out of Town Travel and Training.

Employees attending to duly related business (Crime Lab, court, inquests, classes, etc.) that is outside of Macoupin County, shall be provided a squad car for such travel. If a squad car is unavailable and a private vehicle is used, employees shall receive mileage at the IRS rate per mile for the trip. Employees will be paid for travel time. If such travel is outside a reasonable commuting distance, employees will be provided with room and board. When correctional officers are required to guard patients or inmates out of county facilities and use their own vehicles, they shall be compensated at the IRS mileage rate.

Employees who attend non-mandatory classes and must travel to the class, will be paid in compensatory time at straight time for the time in class and during travel, and will be allowed to use a County vehicle, or will be paid the IRS mileage rate for use of their personal vehicle. Attendance must be approved in advance by the Employer.

Section 3. Breaks.

All employees covered by this Agreement shall receive a thirty (30) minute dinner break which shall be taken when duty allows. In addition, two (2) breaks of twenty (20) minutes each shall be allowed. Telecommunicators shall schedule their breaks to allow no fewer than two (2) telecommunicators in the dispatch center at all times.

Section 4. Illness or Emergency On Shift.

If an employee works over one-half (1/2) of the shift and is excused from completing the shift due to illness or emergency, he shall receive pay for actual time worked.

Section 5. Pay Day.

The Employer shall pay employees twice per month on the 15th and the 30th of each month. Overtime pay will be paid separately on the 15th.

Section 6. Officer Safety.

- a. No officer shall be required to drive an unsafe vehicle or one that has insufficient radio equipment.
- b. All squad cars shall be equipped with a proper first aid kit and Fire Extinguisher.
- c. Unsafe, damaged or missing equipment shall be reported in writing to a representative and the sheriff. A return letter shall be sent through the representative advising the officer of action taken.
- d. For the safety of officers on the streets, there shall be no fewer than two (2) officers on duty per shift; there shall be no fewer than two (2) corrections officers on duty per shift and two (2) telecommunicators working in the dispatch center at all times.

Section 7. Complaints of Citizens.

Grievances on officers by citizens shall be in writing and signed by the complainant and all witnesses. The complaint shall be filed as a sworn affidavit where U.P.O.D.A. applies. Any hearing shall be conducted with the sheriff, the officer(s) and the representative.

Section 8. Assignment of Cars.

Assignment of squad cars to deputies and investigators shall be continued in accordance with past practice.

Section 9. Vacant Shifts.

If at any time a vacant shift has to be filled on the road, it will be first offered to a full-time, off-duty deputy. If at any time a vacant shift has to be filled in the jail, it will be first offered to a full-time, off-duty jailer. In both instances, the vacancies will be filled by off-duty personnel by seniority rotation from the availability list. Off-duty court security officers may be offered overtime in the jail after all full-time off-duty correctional officers have been offered the shift and declined, whenever a third correctional officer is scheduled to work. Hospital duty will be offered equally among road deputies, corrections officers and bailiffs by seniority.

If no off-duty employee accepts the shift vacancy, the Employer will then offer the vacant shift to an on-duty employee, by seniority.

Vacant shifts in the Courthouse (bailiff/court security vacancies) may be offered as overtime equally among all road deputies and correctional officers, by seniority if all court security and bailiffs decline.

Section 10. Printing of Agreement.

The Union shall be responsible for the printing or necessary copies of this agreement. The Union shall distribute one (1) copy to each bargaining unit employee covered by this agreement and shall also provide a copy to each new bargaining unit employee, regardless of Union membership or status, upon employment.

Section 11. Bill of Rights.

If the inquiry, investigation, questioning, or interrogation of an employee could result in the recommendation of some action, such as a transfer, suspension, dismissal, loss of pay, reassignment, or other similar action which would be considered a punitive measure, then before taking such action, the Employer shall follow the procedures set forth in 50 ILCS 725/1. The employee may be relieved of duty pending formal hearing and shall receive all ordinary pay and benefits as he would have if he were not charged. The employee shall have the right to be represented at such inquiries, investigations or interrogations by a Union representative.

Section 12. Indemnification.

The Employer agrees to comply with and be bound by the local government and Governmental Employees Tort Immunity Act (Illinois Revised Statutes, 1989, Chapter 83, paragraph 1 through 101, et.seq. And Illinois Revised Statutes, 1989, Chapter 34, paragraph 5 through 1001), which requires the Employer to indemnify deputy sheriff's in the performance of their duties.

Section 13. Training.

All Telecommunicators shall receive and be certified in Emergency Medical Dispatching and maintain any required re-certification(s) as required by law or the issuing organization of said certification.

All telecommunicators shall receive and be certified in CPR and maintain any required re-certification(s) as required by law or the issuing organization of said certification.

All telecommunicators shall receive any training not listed herein, which, by law, requires the telecommunicator to be certified or trained, in order to carry out the duties of a 9-1-1 dispatcher.

Article XXII
Savings Provisions – Partial Invalidity

If any provision of this agreement should be rendered or declared invalid and unenforceable by any court of competent jurisdiction or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this agreement shall remain in full force and effect and the parties agree immediately to negotiate alternative language to substitute for the invalidated provision.

Article XXIII
Complete Agreement

The parties acknowledge that during the negotiations which preceded this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement.

Article XXIV
Termination

This agreement shall be effective as of the first day of September 2008, and shall remain in full force and effect until the thirty-first day of August 2012. It shall be automatically renewed from year to year thereafter, unless either party shall notify the other, in writing, sixty (60) days prior to the anniversary date that it desires to modify this agreement. This agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this agreement is provided to the other party in the manner set forth in the following paragraph:

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date, which shall not be before the anniversary date set forth in the preceding paragraph.

For the Union:

David R. R.
Hilffar

For the Union:

Wm. L. ...

...

James McLaughlin

Katherine L. Osborn

Appendix A
GRIEVANCE

(use additional sheets where necessary)

Department: _____ Date Filed: _____

Grievant's Name: _____

Last

First

M.I.

STEP ONE

Date of incident or Date knew of Facts Giving Rise to Grievance: _____

Article(s) and Section(s) of Contract violated: _____

Briefly state the facts:

Remedy Sought:

Given To: _____ Date/Time: _____

Grievant's Signature

PBLC Representative Signature

EMPLOYER'S STEP ONE RESPONSE

Employer Representative Signature

Position

Person to Whom Response given

Date

STEP TWO

Reason for Advancing Grievance:

Given To: _____ Date/Time: _____

Grievant's Signature

PBLC Representative Signature

EMPLOYER'S STEP TWO RESPONSE

Employer Representative Signature

Position

Person to Whom Response given

Date

Appendix B
POLICEMEN'S BENEVOLENT LABOR COMMITTEE
OFFICIAL DUES DEDUCTION FORM

I, the undersigned, hereby authorize the regular monthly deduction of dues and assessments levied by the Policemen's Benevolent Labor Committee. Said dues, to be deducted twice per month, shall be remitted and made payable to the Policemen's Benevolent Labor Committee at 435 West Washington Street, Springfield, Illinois 62702. Any objection to said dues may be processed through the Illinois State Labor Relations Board pursuant to the Board's Rules and Regulation. The Labor Committee certifies that all dues and assessments will be utilized for the sole purpose of collective bargaining, contract administration, and/or the legal defense of its members. The Labor Committee further certifies that the full amount of fair share dues covers only the cost of collective bargaining and contract administration.

☐ Full membership @ \$32.50 per month

☐ Fair share membership @ \$32.50 per month

Signature: _____

Print name: _____

Date: _____

APPENDIX C WAGES

Steps		Current		2%		3%		4%		4%	
		Current Base Pay	Current Hourly Pay	Annual Base Pay 9/1/2008	Hourly Base Pay 9/1/2008	Annual Base Pay 9/1/2009	Hourly Base Pay 9/1/2009	Annual Base Pay 9/1/2010	Hourly Base Pay 9/1/2010	Annual Base Pay 9/1/2011	Hourly Base Pay 9/1/2011
Deputies	Base	\$ 39,506	\$19.60	\$ 40,296	\$ 19.99	\$ 41,505	\$ 20.59	\$ 43,165	\$ 21.41	\$ 44,892	\$ 22.27
	5+	\$ 39,901	\$19.79	\$ 40,699	\$ 20.19	\$ 41,920	\$ 20.79	\$ 43,597	\$ 21.63	\$ 45,341	\$ 22.49
	10+	\$ 40,699	\$20.19	\$ 41,513	\$ 20.59	\$ 42,758	\$ 21.21	\$ 44,469	\$ 22.06	\$ 46,248	\$ 22.94
	15+	\$ 41,920	\$20.79	\$ 42,758	\$ 21.21	\$ 44,041	\$ 21.85	\$ 45,803	\$ 22.72	\$ 47,635	\$ 23.63
	20+	\$ 42,758	\$21.21	\$ 43,613	\$ 21.63	\$ 44,922	\$ 22.28	\$ 46,719	\$ 23.17	\$ 48,588	\$ 24.10
TC/CO's	Base	\$ 36,115	\$17.91	\$ 36,837	\$ 18.27	\$ 37,942	\$ 18.82	\$ 39,460	\$ 19.57	\$ 41,038	\$ 20.36
	5+	\$ 36,476	\$18.09	\$ 37,205	\$ 18.45	\$ 38,321	\$ 19.01	\$ 39,855	\$ 19.77	\$ 41,449	\$ 20.56
	10+	\$ 37,205	\$18.45	\$ 37,949	\$ 18.82	\$ 39,087	\$ 19.39	\$ 40,652	\$ 20.16	\$ 42,278	\$ 20.97
	15+	\$ 38,321	\$19.01	\$ 39,087	\$ 19.39	\$ 40,260	\$ 19.97	\$ 41,872	\$ 20.77	\$ 43,547	\$ 21.60
	20+	\$ 39,088	\$19.39	\$ 39,869	\$ 19.78	\$ 41,065	\$ 20.37	\$ 42,709	\$ 21.19	\$ 44,417	\$ 22.03
Court Security	Base	\$ 37,961	\$18.83	\$ 38,720	\$ 19.21	\$ 39,882	\$ 19.78	\$ 41,477	\$ 20.57	\$ 43,136	\$ 21.40
	5+	\$ 38,341	\$19.02	\$ 39,107	\$ 19.40	\$ 40,281	\$ 19.98	\$ 41,892	\$ 20.78	\$ 43,567	\$ 21.61
	10+	\$ 39,108	\$19.40	\$ 39,889	\$ 19.79	\$ 41,087	\$ 20.38	\$ 42,730	\$ 21.20	\$ 44,438	\$ 22.04
	15+	\$ 40,281	\$19.98	\$ 41,086	\$ 20.38	\$ 42,320	\$ 20.99	\$ 44,012	\$ 21.83	\$ 45,771	\$ 22.70
	20+	\$ 41,087	\$20.38	\$ 41,908	\$ 20.79	\$ 43,166	\$ 21.41	\$ 44,892	\$ 22.27	\$ 46,686	\$ 23.16
Janitors	Base	\$ 30,238	\$15.00	\$ 30,843	\$ 15.30	\$ 31,768	\$ 15.76	\$ 33,039	\$ 16.39	\$ 34,361	\$ 17.04
	5+	\$ 30,540	\$15.15	\$ 31,151	\$ 15.45	\$ 32,086	\$ 15.92	\$ 33,369	\$ 16.55	\$ 34,705	\$ 17.21
	10+	\$ 31,151	\$15.45	\$ 31,774	\$ 15.76	\$ 32,728	\$ 16.23	\$ 34,036	\$ 16.88	\$ 35,399	\$ 17.56
	15+	\$ 32,086	\$15.92	\$ 32,727	\$ 16.23	\$ 33,710	\$ 16.72	\$ 35,057	\$ 17.39	\$ 36,461	\$ 18.09
	20+	\$ 32,727	\$16.23	\$ 33,382	\$ 16.56	\$ 34,384	\$ 17.06	\$ 35,758	\$ 17.74	\$ 37,190	\$ 18.45
Clerks	Base	\$ 31,657	\$15.70	\$ 32,290	\$ 16.02	\$ 33,259	\$ 16.50	\$ 34,589	\$ 17.16	\$ 35,973	\$ 17.84
	5+	\$ 31,973	\$15.86	\$ 32,613	\$ 16.18	\$ 33,592	\$ 16.66	\$ 34,935	\$ 17.33	\$ 36,333	\$ 18.02
	10+	\$ 32,613	\$16.18	\$ 33,265	\$ 16.50	\$ 34,264	\$ 17.00	\$ 35,634	\$ 17.68	\$ 37,060	\$ 18.38
	15+	\$ 33,591	\$16.66	\$ 34,263	\$ 17.00	\$ 35,292	\$ 17.51	\$ 36,703	\$ 18.21	\$ 38,172	\$ 18.93
	20+	\$ 34,263	\$17.00	\$ 34,948	\$ 17.34	\$ 35,998	\$ 17.86	\$ 37,437	\$ 18.57	\$ 38,935	\$ 19.31

Steps	Current Base Pay	Current Hourly Pay	2%		3%		4%	
			Annual Base Pay	Hourly Base Pay	Annual Base Pay	Hourly Base Pay	Annual Base Pay	Hourly Base Pay
			9/1/2008	9/1/2008	9/1/2009	9/1/2009	9/1/2010	9/1/2010
Cook (40 hr)	Base	\$ 27,278	\$ 27,824	\$ 13.80	\$ 28,659	\$ 14.22	\$ 29,805	\$ 14.78
	5+ 1%	\$ 27,551	\$ 28,102	\$ 13.94	\$ 28,946	\$ 14.36	\$ 30,103	\$ 14.93
	10+ 2%	\$ 28,102	\$ 28,664	\$ 14.22	\$ 29,525	\$ 14.65	\$ 30,705	\$ 15.23
	15+ 3%	\$ 28,945	\$ 29,524	\$ 14.64	\$ 30,411	\$ 15.08	\$ 31,626	\$ 15.69
	20+ 2%	\$ 29,524	\$ 30,114	\$ 14.94	\$ 31,019	\$ 15.39	\$ 32,259	\$ 16.00
Maint. Eng.	Base	\$ 35,819	\$ 36,535	\$ 18.12	\$ 37,631	\$ 18.67	\$ 39,136	\$ 19.41
	5+ 1%	\$ 36,177	\$ 36,900	\$ 18.30	\$ 38,007	\$ 18.85	\$ 39,527	\$ 19.61
	10+ 2%	\$ 36,901	\$ 37,638	\$ 18.67	\$ 38,767	\$ 19.23	\$ 40,318	\$ 20.00
	15+ 3%	\$ 38,008	\$ 38,767	\$ 19.23	\$ 39,930	\$ 19.81	\$ 41,528	\$ 20.60
	20+ 2%	\$ 38,768	\$ 39,543	\$ 19.61	\$ 40,729	\$ 20.20	\$ 42,359	\$ 21.01
CO/TC Sgt	Base	\$ 38,205	\$ 38,969	\$ 19.33	\$ 40,138	\$ 19.91	\$ 41,744	\$ 20.71
	5+ 1%	\$ 38,587	\$ 39,359	\$ 19.52	\$ 40,539	\$ 20.11	\$ 42,161	\$ 20.91
	10+ 2%	\$ 39,359	\$ 40,146	\$ 19.91	\$ 41,350	\$ 20.51	\$ 43,004	\$ 21.33
	15+ 3%	\$ 40,540	\$ 41,350	\$ 20.51	\$ 42,591	\$ 21.13	\$ 44,294	\$ 21.97
	20+ 2%	\$ 41,351	\$ 42,177	\$ 20.92	\$ 43,443	\$ 21.55	\$ 45,180	\$ 22.41
Road Sgt	Base	\$ 42,288	\$ 43,134	\$ 21.40	\$ 44,428	\$ 22.04	\$ 46,205	\$ 22.92
	5+ 1%	\$ 42,711	\$ 43,565	\$ 21.61	\$ 44,872	\$ 22.26	\$ 46,667	\$ 23.15
	10+ 2%	\$ 43,565	\$ 44,436	\$ 22.04	\$ 45,769	\$ 22.70	\$ 47,600	\$ 23.61
	15+ 3%	\$ 44,872	\$ 45,769	\$ 22.70	\$ 47,142	\$ 23.38	\$ 49,028	\$ 24.32
	20+ 2%	\$ 45,769	\$ 46,684	\$ 23.16	\$ 48,085	\$ 23.85	\$ 50,009	\$ 24.81
Dep. Lt.	Base	\$ 42,694	\$ 43,548	\$ 21.60	\$ 44,854	\$ 22.25	\$ 46,648	\$ 23.14
	5+ 1%	\$ 43,121	\$ 43,983	\$ 21.82	\$ 45,303	\$ 22.47	\$ 47,114	\$ 23.37
	10+ 2%	\$ 43,984	\$ 44,863	\$ 22.25	\$ 46,209	\$ 22.92	\$ 48,056	\$ 23.84
	15+ 3%	\$ 45,303	\$ 46,209	\$ 22.92	\$ 47,595	\$ 23.61	\$ 49,498	\$ 24.55
	20+ 2%	\$ 46,209	\$ 47,133	\$ 23.38	\$ 48,547	\$ 24.08	\$ 50,488	\$ 25.04

Steps		Current Base Pay	Current		2%		3%		4%		4%	
			Hourly Pay	Annual Base Pay	Hourly Base Pay	Annual Base Pay	Hourly Base Pay	Annual Base Pay	Hourly Base Pay	Annual Base Pay		
											9/1/2008	9/1/2008
Dep. Capt.	Base	\$ 43,305	\$21.48	\$ 44,171	\$ 21.91	\$ 45,496	\$ 22.57	\$ 47,316	\$ 23.47	\$ 49,209	\$ 24.41	
	5+	\$ 43,738	\$21.70	\$ 44,613	\$ 22.13	\$ 45,951	\$ 22.79	\$ 47,789	\$ 23.70	\$ 49,701	\$ 24.65	
	10+	\$ 44,613	\$22.13	\$ 45,505	\$ 22.57	\$ 46,870	\$ 23.25	\$ 48,745	\$ 24.18	\$ 50,695	\$ 25.15	
	15+	\$ 45,951	\$22.79	\$ 46,870	\$ 23.25	\$ 48,276	\$ 23.95	\$ 50,207	\$ 24.90	\$ 52,216	\$ 25.90	
	20+	\$ 46,870	\$23.25	\$ 47,807	\$ 23.71	\$ 49,242	\$ 24.43	\$ 51,211	\$ 25.40	\$ 53,260	\$ 26.42	
Cook (30 hr)	Base	\$ 20,061	\$12.86	\$ 20,462	\$ 13.12	\$ 21,076	\$ 13.51	\$ 21,919	\$ 14.05	\$ 22,796	\$ 14.61	
	5+	\$ 20,261	\$12.99	\$ 20,667	\$ 13.25	\$ 21,287	\$ 13.65	\$ 22,138	\$ 14.19	\$ 23,024	\$ 14.76	
	10+	\$ 20,666	\$13.25	\$ 21,080	\$ 13.51	\$ 21,713	\$ 13.92	\$ 22,581	\$ 14.48	\$ 23,484	\$ 15.05	
	15+	\$ 21,286	\$13.65	\$ 21,712	\$ 13.92	\$ 22,364	\$ 14.34	\$ 23,258	\$ 14.91	\$ 24,189	\$ 15.51	
	20+	\$ 21,712	\$13.92	\$ 22,146	\$ 14.20	\$ 22,811	\$ 14.62	\$ 23,723	\$ 15.21	\$ 24,673	\$ 15.82	

APPENDIX D

DEPUTIES ROTATING DAYS OFF SCHEDULE						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
OFF	OFF	WORK	WORK	WORK	WORK	WORK
WORK	WORK	OFF	OFF	WORK	WORK	WORK
WORK	WORK	WORK	WORK	OFF	OFF	OFF
WORK	WORK	WORK	WORK	WORK	WORK	OFF